

Columbia-based Humanim is recognized for significant expansion of supported employment services for people with serious mental illness

The Johnson & Johnson – Dartmouth Achievement Award is one of only three given nationwide this year

Baltimore (July 25, 2011) The Dartmouth Psychiatric Research Center recently presented the Johnson & Johnson - Dartmouth 2011 Achievement Award to Humanim, a Columbia-based human services agency. The award recognizes the dramatic growth and success of Humanim's Evidence-based Practice Supported Employment (EBP SE) Program and the supporting partnership of the Maryland Department of Health and Mental Hygiene, Mental Hygiene Administration (MHA) and the Maryland State Department of Education, Division of Rehabilitation Services (DORS). It is one of only three such recognitions given nationwide this year by the Dartmouth Psychiatric Research Center.

"EBP SE is a job placement and clinical support model that is rapidly becoming known as a proven way to help people with serious mental illness back into the workforce," says Steve Reeder, Chief of Evidence-Based Practice Services and Program Evaluation at MHA. "We are helping individuals who may have initially been reluctant to consider employment to instead find jobs, accelerate their recovery and discover a newfound sense of independence."

The model was first identified in the National Implementing Evidence-Based Practices Project led by Dartmouth Psychiatric Research Center. The process begins with immediate job placement for individuals with serious mental illness who want to work. This first step is followed immediately by intensive on-the-job follow-up, other needed support services and clinical care. The approach differs from "traditional" vocational rehabilitation approaches that often precede job placement with extensive assessment and training.

Mary Manzoni, Humanim's Vice President of Vocational and Workforce Development, says that implementing EBP SE about 9 years ago at Humanim was a significant change in the way the organization provided services.

The introduction of the EBP SE service delivery model, she said, required staff retraining, management restructuring and a change in mindset as to the best way to help people with chronic mental illness go to work. Previously, for example, vocational staff functions were divided into specialists in work assessment, job development, job placement and job coaching. With EBP SE, the same staff member works in close contact with the consumer and supports him or her at all steps toward the finding and keeping employment.

"Our numbers speak volumes for what we did," says Ms. Manzoni. The agency's vocational caseload has grown from about 30 in the early part of the decade. Currently, about 125 people are employed in various jobs in the community. She adds that many of these working individuals have been referred from Humanim's Psychiatric Rehabilitation Program or its Residential Rehabilitation Program and may not have considered

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Humanim Award (cont.)

competitive employment in the past.

Maryland's Evidence-based Supported Employment programs have been recognized as a national model by the Substance Abuse and Mental Health Services Administration (SAMHSA). In Maryland, there are 38 psychiatric rehabilitation program sites that take part in EBP SE. In addition to the Maryland Mental Hygiene Administration, partners in the projects include the University of Maryland's School of Medicine and the Maryland State Department of Education, Division of Rehabilitation Services.